

OUTLINE

Introduction

Discuss Problem

20-5-2 has been written w/o deadlines

Are we serious. If so we need AA to begin and a solid program to maintain balance

Biggest Problem - not enough women in the pipeline to meet 20-5-2 numbers

Concept that only ops can lead to mgmt is specious.

Cite CMS figures

Immediate Action

CMS listing of top women in last panel cycle

Special panels to review files

Immediate review of past promotions to promote women who were on list but didn't meet headroom

Select mgmt candidates and begin training

Move women to top of promotion lists whenever eligible

DDO women's board

Counseling

Women in every PEMS office to consider women for every job

Women's all-grade referent in CMS

20% women on PDP lists

SA/DDO for women

5-year career plans for all female GS-08 thru GS-13

Clericals

Special testing and OJT benefits

20-19 plan

Use of 150 empty slots for conversions and movement of IAs to Ops work

Office manager concept

Upward mobility

Recruitment

Women CT rejects for last three years to be re-reviewed

20% women on CT selection and jr. officer boards

Sanctions

Examples??

AA and EEO performance on every mgr's Fitness Report and no more influential assignments for those who fail to comply

Quality EEO reports every quarter to include facts, names, position id's for women in mgt/supervisory jobs

Mobility

Working couples

New panel concepts, hqs vs field for review

Mgmt and other career tracks separate at ca. GS-13 level

Summary

OMB

Concept of Excepted Service

Rigid adherence to deadlines

FWPM

Beef up EEO training